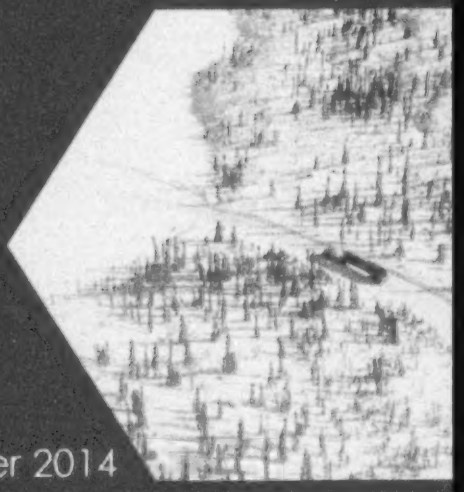
Government of the Northwest Territories Implementation Report on Commitments Under the Diavik Socio-Economic Monitoring Agreement



July to December 2014

Northwest Territories

March 2015

GOVERNMENT OF THE NORTHWEST TERRITORIES
IMPLEMENTATION REPORT ON COMMITMENTS
UNDER THE
DIAVIK SOCIO-ECONOMIC MONITORING AGREEMENT

July - December 2014

March 2015

Northwest Territories

Prepared by the
Government of the Northwest Territories
Departments of:
Industry, Tourism and Investment
Education, Culture and Employment

Table of Contents

3 **Executive Summary**

4 **Preamble**

5 **Training and Career Development**

5 Training Efforts Relevant to the Project

12 Program Summary

21 **Business Development**

Executive Summary

In 1999, the Government of the Northwest Territories (GNWT) signed a Socio-Economic Monitoring Agreement (SEMA) with Diavik, related to the development of its diamond mine located in the Lac de Gras region of the Northwest Territories (NWT). The GNWT has to report on the status of the commitments made under the SEMA to ensure that NWT businesses and residents benefit from the Diavik Diamonds Project. This report summarizes how the GNWT is implementing these SEMA commitments.

These commitments fall broadly under Training and Career Development, and Business Development. Under training and career development commitments, the GNWT offered training programs and resources to over 800 individuals in Yellowknife, Detah and N'dilo, as well as to 98 individuals in the communities of Behchokǫ̀, Whatì, Gamètì, Wekweètì and Lutselk'e. Other programs such as NWT Job Futures, career counselling services and career fairs sought to highlight and encourage careers in technology, science, engineering and mining. In total, over 790 individuals participated in career counselling support events and activities, over 200 in skills-based conferences, and over 500 in career fairs. Over $3 million is spent annually by Education, Culture and Employment (ECE) to support apprenticeships, and occupational training and certification.

In terms of business development, GNWT Industry, Tourism and Investment (ITI) provided over $3.8 million through SEED programs in five categories for 457 NWT individuals, businesses and organizations over the reporting period: sector support, community economic development, micro business, business intelligence networking, and entrepreneur support. During the reporting period, the NWT Business Development and Investment Corporation (BDIC) approved over $3 million of credit, and provided over $250,000 in grants. The GNWT Business Incentive Policy (BIP) has over 1,500 northern businesses registered and these data are provided to the mine. Other business development is supported through programs such as Economic Development Officers (EDO) and EDO transfer agreements, and Community Futures, as well as training through various Aurora College programs.

Preamble

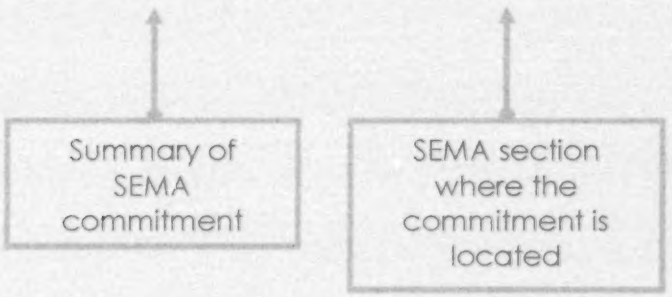
In 1999, the GNWT signed a Socio-Economic Monitoring Agreement (SEMA) with Diavik related to the development of its diamond mine located in the Lac de Gras region in the Northwest Territories (NWT).

Under the SEMA, the GNWT is responsible for reporting on the status of its commitments two times each year. The commitments that the GNWT is responsible for include helping develop businesses in the NWT and offering programs and services related to training and education. These commitments help to ensure that NWT businesses and residents benefit from the Diavik Diamonds Project.

This report summarizes how the GNWT is implementing its obligations under the SEMA. The first section relates to training and career choices and the second section relates to business development.

Throughout the document, the GNWT SEMA commitments are shown in blue boxes with the relevant section number in brackets. For example:

Offer Pre-Employment Training Programs. (Appendix B - 5a)



Training and Career Development

Training Efforts Relevant to the Project

Listed below are programs through which the GNWT carries out its training and career development commitments under the SEMA. This report is based on active programs and contracts from July 1 to December 31, 2014. The report aligns each commitment with relevant programs.

For Tables 1 through 6, training programs are classified as follows[1]:

Job-Specific: This includes training, education, and support programs directed at a specialized field of study and on-the-job or off-the-job training for a specific occupation. Examples are Apprenticeship Training-on-the-Job (ATOJ) and the Youth Employment Program (YEP).

Pre-Employment: This includes training supports and programs designed to occur before a person's involvement in the workforce or in specialized training. Examples include Student Financial Assistance (SFA) or Employment Assistance Services (EAS).

Literacy: This includes programs aimed at improving youth and adult education levels and access to specific education and training programs. An example of this program is the Community Literacy Development Fund (CLDF).

Programs may fit into more than one group or are better represented by a group not listed.

Programs last different lengths of time. One person may benefit from more than one program within a reporting period. Therefore, numbers may not be directly comparable within a classified category.

GNWT programs and services highlighted in the tables are offered for all NWT communities.

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[1]Diavik Socio-Economic Monitoring Agreement, Section 3.4.4

Table 1: Yellowknife/ Detah/ N'dilo

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** (Detah/N'dilo)	–	–	–	–	–	–	3	4	0	7	43	57	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	5	28	0	–	–	–	–	–	–	33	15	85	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	1	0	–	–	–	–	–	–	1	0	100	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	152	606	0	–	–	–	758	20	80	0
Building Essential Skill/Labour Market Agreement – Skills Development	1	0	0	–	–	–	–	–	–	1	100	0	0
Self-Employment Option/Labour Market Development Agreement	0	4	0	–	–	–	–	–	–	4	0	100	0
Small Community Employment Support (Detah)	0	0	0	–	–	–	–	–	–	0	0	0	0

** program numbers represent the total number of contracts, not participants.
– data not applicable.

Table 2: Behchokǫ̀

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** Includes Whatì, Gamèti, and Wekweètì	–	–	–	–	–	–	1	0	0	1	100	0	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	43	1	0	–	–	–	44	98	2	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	–	–	–	–	–	–	0	0	0	0
Self-Employment Option	0	0	0	–	–	–	–	–	–	0	0	0	0
Targeted Initiative for Older Workers	10	0	0	–	–	–	–	–	–	10	100	0	0

** program numbers represent the total number of contracts, not participants
– data not applicable

Table 3: Whatì

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** through Behchokǫ̀	–	–	–	–	–	–	0	0	0	0	0	0	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	9	0	0	–	–	–	9	100	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	–	–	–	–	–	–	0	0	0	0
Self-Employment Option	0	0	0	–	–	–	–	–	–	0	0	0	0
Small Community Employment Supports	10	0	0	–	–	–	–	–	–	10	100	0	0

** program numbers represent the total number of contracts, not participants.
– data not applicable.

Table 4: Gamèfi

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** through Behchokǫ̀	–	–	–	–	–	–	0	0	0	0	0	0	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	9	0	0	–	–	–	9	100	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	–	–	–	–	–	–	0	0	0	0
Self-Employment Option	0	0	0	–	–	–	–	–	–	0	0	0	0
Small Community Employment Supports	4	0	0	–	–	–	–	–	–	4	100	0	0

** program numbers represent the total number of contracts, not participants.
– data not applicable.

Table 5: Wekweèfì

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** through Behchokǫ̀	–	–	–	–	–	–	0	0	0	0	0	0	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	0	0	0	–	–	–	0	0	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	1	0	0	–	–	–	–	–	–	1	100	0	0
Self-Employment Option	0	0	0	–	–	–	–	–	–	0	0	0	0
Small Community Employment Supports	4	0	0	–	–	–	–	–	–	4	100	0	0

** program numbers represent the total number of contracts, not participants.
– data not applicable.

Table 6: Łutselk'e

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job Specific			*Pre-employment*			*Literacy*						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Offer Pre-Employment Training Programs. (Appendix B – 5a)													
Community Literacy Development Funds** through Behchokǫ̀	–	–	–	–	–	–	0	0	0	0	0	0	0
Provide Allowances and Support Services through the Apprenticeship Training Assistance Program. (Appendix B – 5c)													
Apprenticeship Training-on-the-Job	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Training Subsidies through the Training-on-the-Job Program. (Appendix B – 5e)													
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	–	–	–	–	–	–	0	0	0	0
Provide Access to Education and Training Allowances. (Appendix B – 5d)													
Student Financial Assistance (Winter/Spring 2014)	–	–	–	2	0	0	–	–	–	2	100	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	–	–	–	–	–	–	0	0	0	0
Self-Employment Option	0	0	0	–	–	–	–	–	–	0	0	0	0
Small Community Employment Supports	4	0	0	–	–	–	–	–	–	4	100	0	0

** program numbers represent the total number of contracts, not participants.
– data not applicable.

Program Summary

Community Literacy Development Fund (CLDF)

The CLDF provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. Funding may be given to projects such as: tutoring, community learning groups, job search skills, public awareness, health, development of learning materials and basic technology literacy. Intergenerational family literacy programs, which include adult an.. community literacy awareness programs, will also be funded. The CLDF supports literacy development in all 11 NWT official languages, with an emphasis on Aboriginal languages as identified in the NWT Literacy Strategy.

Student Financial Assistance (SFA)

The SFA program provides assistance to eligible NWT residents to help them with their post-secondary education-related expenses. Full-time students can apply for a Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories.

Labour Market Development Agreement (LMDA)

The Canada-NWT LMDA allows the NWT to deliver labour market programs that support unemployed residents who are in receipt of employment insurance benefits or have been in receipt of employment insurance benefits within the past three to five years.

Apprenticeship Training-on-the-Job (ATOJ)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training and employing apprentices in trades designated under the *NWT Apprenticeship, Trade and Occupation Certification Act*. The principal goal of the program is to increase the number of skilled northern residents in designated trades in the NWT through supported training.

Building Essential Skills

The Building Essential Skills program is a short-term support program that assists eligible individuals to get the training or education needed to obtain employment.

Self-Employment Option (SEO)

The SEO program helps people without jobs who choose to start their own business by helping them develop business and financial plans and supporting the implementation of their plans.

Training on-the-Job (TOJ)

The TOJ program aims to help NWT residents gain work skills needed for meaningful and steady jobs. Wage supports are given to companies to lower the costs of training.

Canada-Northwest Territories Job Fund Agreement (replaced the Labour Market Agreement – LMA)

In August 2014, the Government of Canada and the GNWT formally signed the Canada-Northwest Territories Job Fund Agreement (the Job Fund). This new Job Fund replaced the previous Labour Market Agreement (LMA). On October 9, 2014 the Job Fund was launched and made available to NWT employers and employees. The Job Fund continues to support important initiatives that were developed under the previous LMA, which provided support to groups who are underrepresented in the labour force.

Canada-NWT Job Grant

The Job Grant provides employers with the opportunity to decide which employees receive training, what training is required and who delivers the training. The employer, GNWT and federal government each contribute one third of the training costs.

Employer Sponsored Training

Employer Sponsored Training provides employers with the opportunity to decide which employees receive training and what training is required and provides flexibility for the employer in its contribution to training (financial or in-kind).

Employment Services and Supports

Employment Services and Supports are client driven and designed to enhance labour market participation of all Canadians, including under-represented groups. Programming is the same as that provided through the previous Canada-Northwest Territories Labour Market Agreement.

Skills Development

Training prepares individuals for entry into or return to the labour market.

Work Experience

Provides a wage subsidy for skills development opportunities with an employer.

Self-Employment

Provides the opportunity and business expert support for individuals to create jobs for themselves.

Community Initiatives

Provides support for organizations to deliver community and regional activities aimed at engaging under-represented groups in the labour market. Activities may include: training programs, workplace education programs, Community projects (such as Construction Boot Camp and Trades Awareness programs), and labour market partnerships. Also includes employment assistance services such as job coaching, counseling, and labour market information.

Small Community Employment Support (SCES)

The Small Communities Employment Support program provides employers with a wage subsidy for individuals, 15 years of age and older, living in small and remote communities. The support is job or project based and enables participants to gain work experience and acquire essential skills needed to become employed, while also promoting self-confidence and self-reliance. The program also provides support for third party agencies and partnerships to deliver project-based training and work experience that may lead to longer term employment by helping to develop workplace essential skills.

Other GNWT Training Responsibilities

Work in co-operation with Diavik in encouraging careers in technology, science, and engineering. (Appendix B – 4g)

The GNWT is committed to collaborating with industry to encourage careers in a broad range of occupations, including technology, science and engineering. In addition to programs described in this report, other collaborative efforts made by the GNWT to get more NWT residents working and/or increasing job-ready skills are highlighted below.

NWT Job Futures

This online tool provides career, employment and education requirements for 140 occupations. Information includes what people do, how much they earn, educational background and future prospects. NWT Job Futures can be found online at http://jobfutures.statsnwt.ca/.

Include mining industry careers in career counselling services. (Appendix B – 5f)
Organize and support regional career fairs. (Appendix B – 5h)

During the reporting period, the GNWT provided career counselling services and support to career fairs that included mining jobs and information under the following program areas:

ECE Service Centres

ECE Service Centres offer career counselling, career workshops, tutoring, career resource libraries, and the organization of career fairs and conferences. This is in addition to the delivery of regular ECE programs. Support is also given to NWT schools to increase student and staff understanding of programs and services, while Career Development Officers give ongoing support to NWT community residents. Tables 7, 8 and 10 provide examples of career development work done through the ECE Service Centres.

Employment Assistance Services (EAS)

EAS allows community groups to provide career and employment assistance for direct local needs. Needs may be due to sudden shifts in the labour market or groups requiring additional support that is not usually available. EAS activities help people make informed career choices to prepare for, find and keep work.

Career Counselling Resources

Career counselling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres, and online. These are outlined in Table 7.

Table 7: Career Counselling Support, Events and Activities

Event	Description	Community	Participation
Second Career Assistance Network (SCAN) Seminar, Interview skills, resume writing, budgeting, job search, and Apprenticeship	Six workshops held for the general public.	Yellowknife	47
	One Interview Skills workshop Mezi Community School.	Whati	31
	One True Colors workshop Behchokǫ̀ AC students.	Behchokǫ̀	11
	One Resume workshop Wekweeti Aurora College AC students.	Wekweeti	2
ECE Programs and Services	Programs and services information sessions provided to military SCAN Seminar.	Yellowknife	35
Apprenticeship Presentation	Provided to Gamètì school students.	Gamètì	15
Personality Dimensions/True Colours Workshops	Personalities Dimensions Workshops are planned to help people find their own characters, likes, dislikes, skills, strengths and weak points. Provided to Aurora College Students in Behchokǫ̀ and Early Childhood Program.	Yellowknife	71
Community Visits	Visits made by the North Slave ECE Service Centre to provide community groups, schools, community governments, and companies with information on programs and services.	Behchokǫ̀, Detah, Whatì, Gamètì, Wekweètì,	200+
Skills, Trades and Technologies week/Apprenticeship and Occupational Certification (AOC) Awards, Akaitcho Business Development Corporation (ABDC) Annual General Meeting (AGM)	Skilled Trades and Technologies Week activities in the North Slave Region AOC Awards of excellence and ABDC AGM	Yellowknife	377

Note: Information reported here is only for the communities noted under the SEMA. There are other events in the NWT that are not listed.

Table 8: Career Event

Event	Description	Community	Participation
Skills Canada NWT - Power Up Youth Conferences (Nov. 2014)	The Power Up Youth conferences have about 25 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students.	Hosted in Yellowknife, open to grade 8 students from all NWT communities	110 Girls 100 Boys
Skills Clubs (Ongoing)	Volunteer mentors coach high school youth in various trades and technology related skills, such as cooking, carpentry, welding, and more.	NWT Communities incl. Colville Lake, Fort MacPherson, Fort Resolution, Fort Simpson, Fort Smith, Hay River, Inuvik, Ulukhaktok	Varies (usually 4-12 per club)

Note: information reported here is only for the communities noted under the SEMA. There are other events in the NWT not listed.

Work with industry, Aboriginal organizations, Aurora College and the Mine Training Committee to co-ordinate the delivery of training programs. (Appendix B – 5g)

During the reporting period, the GNWT worked with organizations to co-ordinate the delivery of training programs listed below:

Aurora College

Aurora College delivers post-secondary schooling in trades, professional, certificate, diploma, and degree programs. Aurora College also works with businesses and Aboriginal groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. These services include counselling, housing, libraries, sports, student success centres and other services. Other career support is provided through adult educators in Detah / N'dilo, Łutselk'e, and each of the four Tłı̨chǫ communities. Adult educators provide adult literacy and basic education, as well as other training programs on an as-needed basis.

Mine Training Society (MTS)

The MTS is a group focused on developing a strong labour supply for the mining industry. The MTS includes members from mining companies, Aboriginal authorities and government. Specific job openings are identified before setting up training programs, which provides successful participants with a greater chance of gaining employment.

Members of the society also develop learning materials and support systems. The GNWT provides annual funding and in-kind support.

Through Aurora College, the GNWT contributed to the following programs/projects offered by the MTS:

Table 9: Mine Training Society

Program/Project Name	Organization/ Community	Participants
Underground Traineeship	Diavik,	5
	Other partners	6
Mineral Process Operator Technician	Diavik,	0
	Other Partners	0

Note: Information reported here is only for the communities noted under the SEMA. There are other Programs/Projects in the NWT not listed.

Underground Mine Training Simulators

Aurora College, the GNWT, Aboriginal Affairs and Northern Development Canada, Dominion Diamond Ekati Corporation, Diavik, and De Beers Canada Inc. partnered to purchase four underground mine training simulators in 2008. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities, and can also be used in career fairs and other events to create exposure, awareness and stimulate interest in underground mining jobs.

Computerized programs provide a realistic hands-on learning experience and lead the participant through a series of job-related maneuvers, using modern tools and equipment, similar to those that the operator would perform on the job in a safe and controlled environment.

Skills Canada NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and government to promote careers in skilled trades and technology for Northern youth. Funding support is provided by companies and the federal and territorial governments. Through skills clubs, students get lessons from trades and technology experts who donate their time to share their skills with youth. Programs and events

promote trades and technologies. Skills clubs include weekly two-hour lessons during an eight to 24 week period.

Ready to Work North (R2WN)

R2WN is a job-readiness program created to prepare entry-level NWT workers for jobs. Lessons were developed using transferable skill standards that were adapted for use in the NWT. Lessons include activities that are related to trades industries, government and the service sector in the NWT.

Introduction to Mining

The community-based Introduction to Mining course is six weeks long, including two weeks of R2WN.

Underground Miner Training Program

The MTS sponsors, and Aurora College delivers, the Underground Miner Training Program. The program is 12 weeks long and includes an introduction to geology and basic mining principles, as well as a site visit to expose students to the physical realities of underground mining. Students receive an Aurora College record of achievement upon completion.

Support Apprenticeship Development. (Appendix B – 2)

Apprenticeship and Occupational Certification (AOC)

ECE invests over $3 million annually to support apprenticeship and occupational training and certification. This supports the Apprenticeship, Trade and Occupations Certification Board (ATOCB) and trade advisory boards; program development; shop accreditation; technical training programs; examinations and certifications; and wage subsidies to eligible employers to hire and train apprentices.

ECE funds Aurora College to deliver apprenticeship technical training at the Thebacha Campus in Fort Smith in trades that have the highest number of registered apprentices. This currently includes: carpenter, plumber, heavy duty equipment technician, electrician and housing maintainer. Aurora College also delivers a number of pre-trades and other industrial training programs such as mineral processing, camp cook, heavy equipment operator and underground mining.

Table 10: Mining Student Supports

Event	Description	Community	Participation
Career Fair	In collaboration with the South Slave Regional Planning Partnership, businesses and organizations from throughout the NWT and northern Alberta came together to share information regarding career opportunities with their companies. This event was also held in conjunction with the Regional Skills Canada competition.	Hay River	500+
Trade Entrance Examinations	Conducted on an 'as needed' basis at the Fort Smith or Hay River ECE Service Centres.	South Slave Region (Fort Smith, Hay River, Enterprise, Fort Resolution and Kátł'odeeche First Nation.	21

Note: Information in Table 10 may include additional communities in addition to those noted under the SEMA. There may be other events in the NWT that are not listed.

Schools North Apprenticeship Program (SNAP)

SNAP is a program that allows students to register as apprentices and stay in school while gaining trades experience and earning school credits. This program is based on a partnership between industry, ECE, and high schools.

Business Development

GNWT Responsibilities – Business Development

The programs through which the GNWT carries out the business obligations it has under the SEMA are described in this section.

For the GNWT grants, contributions and loans, the following meanings apply:

Grant:	This is an unconditional transfer payment.
Contribution:	This is a conditional transfer of approved funds to a third party to fulfill a statutory obligation or other government objective.
Loan:	This is a business agreement requiring the transfer of funds from the lender to the borrower, for a specific purpose that will be repaid by the borrower with interest over an agreed-upon period of time.

All programs listed are offered in all NWT communities. Each program area has its own program requirements.

Provide and actively communicate a general program of business grants, contributions, and loans to maximize NWT business capacities and employment opportunities. (Appendix C – 11a)

The Department of Industry, Tourism and Investment (ITI) regional offices, the NWT Business Development and Investment Corporation (BDIC) and other parties responsible for program implementation regularly provide information about general programs. These include the programs under the Support for Entrepreneurs and Economic Development (SEED) Policy and the BDIC Credit Facilities, Venture Investment, Contributions and Subsidiary programs.

SEED

SEED provides programs to help diversify the economy, start or expand NWT businesses, improve business knowledge and capacity, and to investigate new sector business opportunities.

In the 2013/2014 fiscal year, $3,866,000 was available in program funding.[2] Based on demand, ITI gave a total of $3,865,363 in contributions to 457 individuals, businesses and organizations in the NWT. [3]

SEED has five categories:

Sector Support

Assistance up to $25,000 is available for sector research or investigation of new opportunities. The program also provides an interest rebate for up to $15,000 annually for eligible businesses to offset loan interest related to new capital purchases for expansion of business. Energy, e-commerce, tourism and value-added manufacturing are designated as priority sectors.

Community Economic Development

Up to $25,000 is provided in this category for community-based business research. It can also be used to support activities, such as art festivals or community economic promotions.

Micro Business

In this category, contributions of up to $5,000 are provided for self-employment activities aimed at traditional economy, arts, film and similar self-employment activities.

Business Intelligence and Networking

For this category, up to $3,000 per individual may be provided where business trip costs exceed $1,500 (each applicant must contribute at least $1,000 towards eligible trip costs).

[2] GNWT, "2013/2014 Grants and Contributions Results Report" (November 4, 2014) p.13.

[3] Ibid.

Entrepreneur Support

For this category, up to $3,000 per individual may be provided where business trip costs exceed $1,500 (each applicant must contribute at least $1,000 towards eligible trip costs).

Assist NWT businesses to acquire loans, credit facilities, grants or develop capital where it will increase NWT employment. (Appendix C – 11b)

NWT BDIC

The BDIC works with regional business corporations and other partners to offer services and information to support the business goals of the GNWT in a way that helps the people and the economy of the NWT.

The BDIC provides several services to NWT businesses. They include:

- Offering loans, working capital guarantees and standby letters of credit.
- Giving contributions to new and expanding NWT businesses.
- Investing in companies.
- Operating subsidiary companies.
- Providing business information and guidance.

For example, the BDIC Winter/Summer Re-Supply Financing offers short-term loans to clients, as it is the most cost-effective way to re-supply their inventory with one year to re-pay the loan. Variable Interest Rate Financing allows for a flexible loan with the advantage of a lower borrowing rate during times of falling interest rates. The BDIC Capital Guarantee Program guarantees a business working capital arrangement with its bank.

BDIC approved $3,072,042 of credit and provided $261,503 in grants within the reporting period.[4]

[4] Data includes communities of Yellowknife, Detah, N'dilo and the Catchment Communities Identified in the Snap Lake SEA, Appendix A – Page 36, as Fort Resolution, Hay River, Hay River Reserve, Fort Smith, Fort Providence and Enterprise.

Partnerships

The BDIC has entered into Memoranda of Understanding (MOU) with the NWT Chamber of Commerce, Aurora College and the Sahtu Business Development Center.

The MOU with the NWT Chamber of Commerce allows both organizations to work together to better serve the needs of the territorial business community. The intent is to cooperate and share costs in carrying out activities and promote business attraction, development and retention.

The BDIC and Aurora College cooperate in the delivery of courses in different programs at Aurora College campuses. Aurora College

runs professional development courses and workshops for BDIC staff. The BDIC supports Aurora College's focus on the improvement of business-based knowledge and skills through specialized instruction services for business and economic development programs for students.

Maintain a registry of businesses eligible under BIP and provide DDMI with access to that data. (Appendix C – 11c)

GNWT Business Incentive Policy (BIP)

To support GNWT commitments to advance a vibrant private sector and support sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for GNWT purchases of all products and services.

The GNWT's official registry of approved businesses under the BIP can be found at: http://www.iti.gov.nt.ca/programs-services/business-incentive-policy

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase approved NWT manufactured products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy, and to foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of the BIP-registered businesses by community grouping, as of January 16, 2015:

Table 11: Northern Businesses Registered Under BIP

Behchokǫ̀	Gamètì	Łutselk'e	Wekweètì	Whatì	Yellowknife / Detah / N'dilo	Other NWT Communities	NWT Total
22	0	3	0	1	734	741	1,501

GNWT Contract Registry Reporting System

In order to ensure that any interested businesses are given a fair opportunity to compete on government contracts, the GNWT provides information on government contract opportunities.

The GNWT Contract Registry and Reporting System provides a central list of all tenders and proposals. It is open to the public and supports the BIP by enhancing transparency in government contracting.

Other GNWT Business Development Responsibilities

ITI Regional Offices are also responsible for facilitating other services and programs to maximize NWT business and employment capacity.

Assist NWT businesses to take advantage of contracting opportunities. (Appendix C – 11d)
Facilitate NWT businesses to design, prepare and develop financial proposals. (Appendix C – 11i)
Provide counselling services to help NWT businesses through the business development process. (Appendix C – 11j)

The Community Transfer Initiative provides NWT communities with salary and operations funding so that they can obtain the services of an Economic Development Officer (EDO) who will be responsible for that community. EDOs are responsible for facilitating, promoting and ensuring community economic development in order to secure opportunities for economic and business development and increase local employment.

EDOs

EDOs help people and companies through business counselling and program delivery. They are networked to business development contacts, financial institutions, and government departments and agencies. This enables them to develop ongoing contacts within the mining industry and in industries that seek to do business with the mining industry. Through this guidance, locals are informed about potential opportunities in the mining industry.

During the reporting period, EDOs provided business counselling to enable clients to pursue or maintain business with Diavik in particular, or with the mining industry in general. The kinds of businesses that benefit from these services are those that could provide contract services to Diavik, such as those involved in construction and transport services.

The type of advice or counselling given can range from reviewing and providing advice on business practices, to providing suggestions and strategies on how to approach the mines to gain contracts. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity.

Community Futures Program (CFP)

CFP is a community-based regional approach to employment creation and economic development. The CFP is delivered through seven Community Futures Development Corporations (CFDCs) operating in all 33 communities of the NWT. Of the seven CFDCs, ITI currently funds six.

Each CFDC is an incorporated, non-profit body that supports small business development. CFDCs are run by independent boards of directors, which are composed of representatives from the regions they serve. Since their creation, CFDCs have been provided $6.23 million in non-repayable capital funding - the GNWT contributed $3.73 million of that total.[5] Specifically in the 2012/2013 fiscal year, over $986,000 in funding was given out under the CFP to the CFDCs.[6]

CFDCs are mandated to support community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. CFDCs provide business information and skills development, as well as delivery of financial programs. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

The CFDCs in the main communities that service the Diavik mine are the Thebacha Business Development Centre, the Akaitcho Business Development Corporation, and the Dogrib Area Community Futures. These corporations provide services to Fort Smith, Lutselk'e, Fort Resolution, Yellowknife, N'dilo, Detah, Behchokǫ̀, Whatì, Gamètì and Wekweètì.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Business loans and loan guarantees including term loans up to $200,000;
- Counselling and assistance for entrepreneurs beginning or expanding a business;
- Wage subsidies for those who are unemployed and want to start a new business; and
- Access to Canada Business Northwest Territories Internet sites and business information.

[5] ITI, "Communities Futures Program 2012/13 Annual Report" (November 4, 2013) p.10.
[6] GNWT, "2013/2014 Grants and Contributions Results Report" (November 42014) p.8.

Work with NWT communities to create long-term businesses and employment opportunities and to increase business capacity. (Appendix C – 11f)

EDOs provide business counselling in the regions to foster the long-term development of business capacity and to match local companies with business opportunities. The development of business and skill capacity can help a client to secure contracts in the mining industry, which helps to improve employment opportunities.

The North Slave Regional Partnership is a collaborative partnership where representatives of Aboriginal, territorial, federal and municipal governments collaborate with the mining industry to discuss and develop strategies. This includes many programs that relate to the mining industry, including safety courses, apprenticeship programs, and more.

EDO Transfer Agreements

EDO Transfer Agreements are made with NWT communities to allow them to hire community economic development staff. The goal is to create a network of community EDOs working toward promoting business development in the NWT. These regional EDOs assist in new business development and expansion, while also providing counselling in business network development and funding. EDOs have access to market data. Transfer agreements are in place in Gamèti, Wekweèti, and Whati. Currently, one full-time position is based in each of Whati and Gamèti and one part-time position is based in Wekweèti. ITI's North Slave Regional Office also has an arrangement with Denesoline Corporation to provide staff in the community of Łutselk'e for business development.

Help identify opportunities for joint ventures with NWT businesses. (Appendix C – 11h)

EDOs give business counselling that enables clients to pursue or maintain businesses with the mining industry. They provide ongoing advisory service towards potential joint ventures related to resource development.

Actively support the business development process, enabling the provision of technical business development support services through existing public and private sector programs. (Appendix C – 11e)

The GNWT supports existing public and private sector programs that enable the provision of technical business development support services through:

- EDOs and EDO Transfer Agreements;
- Community Futures Plan;
- SEED funding; and
- NWT BDIC.[7]

[7] The Business Development section in this report also includes program descriptions of these programs under other commitments.

Canada Business Northwest Territories (CBNWT)

CBNWT gives information on government services, programs and rules. Clients can have questions answered about starting a new company or how to improve a current business. In addition, online publications are provided on business services in the North, and how to start a business in the NWT. The website is located with BDIC and co-funded by the Canadian Northern Economic Development Agency. It acts as a central resource for Canadian and territorial business information. The goal is to give small companies and new business people access to accurate, timely and relevant information and referrals.

The main CBNWT service centre is in Yellowknife, and each of the seven CFDCs is a CBNWT Service Centre access point. The CFDCs work to coordinate CFD service delivery with public and private agencies responsible for furthering economic development in the community and the region. This coordination reduces unnecessary duplication and uses resources more efficiently.

BizPal

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business. It is an online service that streamlines the processes of business permitting and licensing. The service provides prospective business owners and entrepreneurs with access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government, such as a development permit,

or a development demolition permit, a business licence, lease or a purchase of crown land, an outfitters licence or a sign permit.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments.

The GNWT through ITI works with Industry Canada, municipal and Aboriginal governments, as well as territorial and regional business organizations, to maintain the BizPal network in the NWT. BizPal can be found online at http://www.iti.gov.nt.ca/programs-services/bizpal.

Support Northern business community meetings or conferences related to promoting business opportunities in the Project. (Appendix C – 11k)

Regional EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. At these meetings, they promote and raise awareness about business opportunities relating to the mining industry.

EDOs attend conferences, workshops and community meetings throughout their regions, the NWT and Canada to promote opportunities in their regions and support community meetings and conferences.

Facilitate the upgrading of management and entrepreneurial skills of NWT residents. (Appendix C – 11g)

Aurora College

Aurora College offers certificates, diplomas, degrees and trades training with strong cultural content and hands-on experience to ensure programs meet the needs of NWT residents and the labour market. The college upgrades the business and economic skills of NWT residents through the programs described below.

Continuing Education – Business Development

Aurora College's three Continuing Education Departments offer employment-related skill development training courses. For business development, Aurora College offers the following courses:

- Business Basics
- Bookkeeping
- Accounting and Finance
- Simply Accounting
- QuickBooks
- Proposal Writing
- Financial Planning
- Project Management
- Office Procedures
- Small Business Development

Small Business Development

The Small Business Development Program is a 16-week program intended for individuals who want to start a small business in the NWT. The program focuses on areas important for the successful start-up and operation of a small business. Emphasis is placed on gaining familiarity with the structure of small businesses, learning how to develop a business plan, knowledge of sales and marketing, financial management, human resource management, strategic planning, business management and leadership. The program is oriented to the practical development of a small business and includes a special project to give individuals hands-on experience in starting and running a small business. Individuals taking the course also have the chance to work on their own business idea in this program.

Business Administration

The Business Administration Program provides students with the knowledge and skills necessary to start in entry level careers in business, government and non-profit organizations. Business courses stress applicability to small businesses in the NWT. This program provides students with an opportunity to acquire either a certificate (a one-year program) or a diploma (a two-year program).

The two-year diploma has three directions of study: general, co-op, and community economic development (CED). The co-op direction has two work placement opportunities. The CED stream includes special courses that are useful for individuals who are planning to start a business at the community level, or looking for economic development positions with municipalities or Aboriginal organizations.

A Business Administration Access Program has been designed to provide individuals interested in entering the Business Administration Program with the required knowledge, skills and advanced education in communications, math, computer applications and bookkeeping.

Identify economic development programs and match new entrepreneurs and existing business capabilities with new opportunities to maximize Northern business participation. (Appendix C – 9b)

Regional EDOs are experienced and informed in the variety of ways in which to help people and companies grow. As business development specialists they identify economic development programs, and provide support, advice and assistance. They are networked to business and other organizations, and agencies, which enables them to help new entrepreneurs and other businesses to identify opportunities and establish contacts within the mining industry, and in industries that seek to do business with the mining industry. EDOs apply their knowledge of the needs of industry in the regions where there is capacity for expanding or initiating local businesses.

Inform NWT businesses of opportunities arising from the business opportunities forecast. (Appendix C – 11d)

The GNWT relies on the Diavik Business Opportunities Forecast to fulfill this task. The GNWT informs NWT businesses of opportunities arising from the Diavik project through trade shows, communication materials and EDOs.

During the reporting period, the following GNWT communication materials relating to business opportunities were available:

- The Business and Economic Development section of the ITI website. The website provides links to information on the BDIC, BIP, CFP, EDOs, SEED and more. http://www.iti.gov.nt.ca/sectors/business-and-economic-development
- The publications section of the ITI website. This section has information on business and economic development resources. There are also a number of reports that may help identify business development opportunities. Copies of some of these publications have also been made available in print. http://www.iti.gov.nt.ca/publications-main

Notes

Photo: Diavik Diamond Mines

Northwest Territories